

ACVETEO - ADVISORY COMMITTEE ON VETERANS' EMPLOYMENT,  
TRAINING AND EMPLOYER OUTREACH

U.S. DEPARTMENT OF LABOR  
November 1, 2018

SUMMARY MINUTES

THE ADVISORY COMMITTEE ON  
VETERANS' EMPLOYMENT, TRAINING, AND  
EMPLOYER OUTREACH (ACVETEO)

U.S. Department of Labor  
Frances Perkins Building  
200 Constitution Avenue, N.W.  
Room N-3437  
Washington, D.C. 20210

PARTICIPANTS:

CHAIRMAN ERIC EVERSOLE, ACVETEO  
MR. GREGORY GREEN, Assistant DFO  
MS. LORI ADAMS, ACVETEO  
MR. ERIC BROWN, ACVETEO  
MS. LOIS BETHARDS, American Indian Center of Arkansas  
MS. NICHOLE COLEMAN, ACVETEO  
MR. ARIEL DeJESUS, ACVETEO  
MS. PAM FRUGOLI, DOL  
MR. RYAN GALLUCCI, VFW  
MS. AMY GARCIA, ACVETEO  
MR. TIMOTHY GREEN, Office of Strategic Outreach, Department of  
Labor VETS  
MR. JON JUKURI, ACVETEO  
MR. TONY LOWE, VFW  
MR. MATTHEW MILLER, Deputy Assistant Secretary VETS  
MR. MIKE MILLER, DOL  
MR. DARRELL ROBERTS, ACVETEO  
MR. MIKE SLATER, DOL  
MR. MICHAEL STODDARD, ACVETEO  
MR. JUSTIN STORCH, ACVETEO  
MR. LARRY STUBBERFIELD, ACVETEO  
MS. MARK TOAL, DOL VETS  
MR. TIM WINTER, DOL VETS

PRESENTERS:

MS. AMANDA BAINTON, MOAA Foundation  
MS. SARA EGELAND, Office of Karen Pence  
MR. DAN GREENBERG  
MS. ELIZABETH O'BRIEN, Hiring Our Heroes  
MR. RANDALL SMITH, DOL

IN THE PUBLIC:

MR. MIKE HAZARD

MS. PARIS MACK, Women's Bureau

MR. BILL OFFUTT, Victory

MR. JOHN VANDERPLAS

## WELCOME AND REMARKS

**Mr. Matthew Miller**, Deputy Assistant Secretary VETS, welcomed the attendees and reviewed the agenda. He also invited the participants to attend both the Salute to Vets Program and the HIRE Vets Medallion Demonstration Program awardees' events held on November 8, 2018 at DOL in the Great Hall.

## ADMINISTRATIVE BUSINESS

**Mr. Gregory Green**, Assistant DFO, reminded the participants of the locations of the bathrooms, the snack bar and the cafeteria. Then he held a vote to confirm the minutes from the last meeting, which passed unanimously.

## DISCUSS AND FINALIZE FISCAL YEAR 2018

**Mr. Gregory Green** had passed out handouts containing open recommendations and updates from 2016 and 2017 for the Barriers to Employment; Transition and Training; and Direct Services Subcommittees' review to mark them as "open" or "closed;" in other words, whether the recommendations should remain open for further review and modification or if they should be marked as completed. **Chairman Eric Eversole**, ACVETEO, allowed 30 minutes to Subcommittees to discuss these recommendations and updates.

## BARRIERS TO EMPLOYMENT SUBCOMMITTEE BRIEFING

**Mr. Jon Jukuri**, ACVETEO, provided updates on the subcommittee's recommendations for 2016 and 2017. The subcommittee unanimously consented that the 2016 recommendations 2 through 5 all be closed out. As for the 2017 open

recommendations, the Subcommittee recommended keeping numbers 1, 2, and 4 open and unmodified while closing number 3.

#### TRANSITION AND TRAINING SUBCOMMITTEE BRIEFING

**Mr. Darrell Roberts**, ACVETEO, began providing updates on the subcommittee's recommendations for 2016 and 2017. **Mr. Roberts** suggested closing out 2016's recommendations 6 and 7 as well as 2017's recommendations 5, 6, and 7.

**Mr. Roberts** opened a discussion with the panelists about whether or not to keep 2016's recommendation 8 open. He asked the Committee about clarifying the appropriate definition of "obligated" in the sentence under recommendation 8(a): "The statement work has been created and the funds obligated." **Mr. Roberts** also inquired if the TAP app only covers the DOL curriculum or all services provided under the TAP app. Ultimately, **Mr. Ryan Gallucci**, VFW, suggested closing out recommendation 8 in favor of the 2018 recommendations under the Direct Services' purview.

**Ms. Nichole Coleman**, ACVETEO, informed the Committee that 2016's recommendation 9 was intended to ensure that the information was being delivered to small business about incentives and other benefits of hiring veterans and feels that the Small Business Administration's (SBA) response doesn't adequately address this recommendation's intention. **Ms. Amy Garcia**, ACVETEO, suggested revising SBA's response to read, "In coordination with DOL, SBA will explore ways to pen the aperture

to its small business counseling, training and outreach resources across the country to firms who hire veterans or who wish to hire veterans."

#### DIRECT SERVICES SUBCOMMITTEE BRIEFING

**Mr. Gallucci** began providing updates on the subcommittee's recommendations for 2016 and 2017.

With regards to 2016 recommendations, the Subcommittee first suggested keeping recommendation 10 open because DOL VETS is still making process with exploring and pursuing staff skills training for the non-Jobs for Veterans State Grants (JVSG) funded workforce system.

Next, a discussion arose regarding 2016's recommendation 11. **Mr. Gallucci** felt that VETS' response, which talked about compliance on the part of the contractor, did not meet this recommendation's intended purpose, which was proactive outreach to contractors from the Jobs for Veteran State Grants (JVSG) system.

Third, **Mr. Gallucci** recommended closing out 2016's recommendation 12 with continuous improvement in collaboration with the National Labor Exchange (NLx).

**Mr. Gallucci** then reviewed recommendations 9 through 12 from 2017. The Subcommittee recommended closing recommendations 9 through 11. He elaborated that recommendation 9 has made progress; recommendation 10 met its intended goal, which was for NLx to highlight HIRE Vets Medallion Program (HVMP) recipients

to post when they list jobs in the labor exchange; and that recommendation 11 should be closed in favor of the 2018 recommendation because the Subcommittee already explored different business lines in DOL and how they integrate with vets.

Lastly, **Mr. Gallucci** announced that recommendation 12 be left open. He felt that aggregating and listing virtual jobs and what the NLx can bring to the table not only affects military spouses but veterans with disabilities as well as veteran populations in highly rural, remote areas, and those with transportation issues. If the Subcommittee can continue to focus on this, they can make an impact on a lot of the populations that they're trying to focus on.

#### BRIEFING ON TRANSITION ASSISTANCE PROGRAM (TAP)

**Mr. Tim Winter**, DOL VETS, presented slides on the Transition Assistance Program (TAP), with a focus on major changes that came about within Sections 1142 and 1144 of Section 552 of the National Defense Authorization Act (NDAA) for Fiscal Year 2019 to improve TAP.

Section 1142 covers three important pre-separation counseling provisions within the TAP program. First, the law changed the pre-separation to start no later than 365 days before separation; in prior versions of the law, pre-separation counseling began 90 days before separation. This is a big,

significant change for DOD and the services because they are the ones responsible for that particular evolution.

Next, **Mr. Winter** elaborates that within pre-separation counseling, each of the services has to establish at least three counseling pathways for the service members. These three pathways are based on 12 factors, which include rank, age, gender, education, post-transition plans, employment experience, and so on. All those factors are taken into consideration when the services are placing their transitioning service members into one of those counseling pathways. These assessments are also developed in consultation with the VA and DOL.

Lastly, **Mr. Winter** stresses that each of these counseling sessions must be conducted individually with each service member, either in person or in video conference. Congress's intent was for each service member to receive the individualized help that they need, which can't be accomplished through group discussion since each service members' needs are different.

Changes within section 1144 allow transitioning service members to select a portion of the content covered during the transition assistance period of instruction. Initially, the TAP program covered three days of mandatory instruction that was the same for all service members. Under the proposed law, service members are required to attend one mandatory day of instruction and now must choose their own curriculums for the remaining two days. These curriculums include preparation for employment,



preparation for education, preparation for vocational training, and preparation for entrepreneurship.

**Mr. Winter** also highlighted that VETS leadership put forth a proposal to the Secretary as a decision memo, which covered four main areas of concern. The first proposal was to restructure the TAP program offices within VETS so they bring to bear the resources and attention that program should have. The second proposal was the provision of the employment counselors for service members on installations and to provide assistance outside of the workshop. The third proposal was a development of a military spouse TAP curriculum. The last proposal was development of tracking long-term employment outcome measures among veteran populations.

**Mr. Bill Offutt**, Victory, and **Chairman Eversole** asked clarifying questions about the employment counselors and the implementation date for the military spouse component of the new TAP program.

#### PANEL DISCUSSION ON CURRENT STATE OF MILITARY SPOUSE EMPLOYMENT

**Ms. Sara Egeland**, Office of Karen Pence, **Ms. Amanda Bainton**, MOAA Foundation, **Ms. Elizabeth O'Brien**, Hiring Our Heroes, and **Mr. Dan Greenberg** briefed the Committee challenges and opportunities facing the military spouse community.

**Mr. Greenberg** presented a brief overview of the features on [veterans.gov/milspouses](https://veterans.gov/milspouses), the military spouse licensing website. He stressed that the big takeaway of this website is that it provides state-by-state breakdowns of military spouses' rights

are in a plain English explanation. The website is organized in two ways: 1) a map of the United States with corresponding explanations for each state for visual learners and 2) a text-based version of that same information presented as a list for individuals who reading/writing learners.

The map version is also color-coded, ranging from dark purple to light grey, which indicate the different regulations in each state. **Mr. Greenberg** stressed that the darker colored states are generally better than the lighter colored states because those states have shall-right regulations.

Many states focus on particular occupations and that these states are members of certain occupational licensure compacts. On the website, there is a State Occupational License Finder tool for military spouses to facilitate their search to see whether the state they're moving to have their occupational compact. For instance, if a military spouse is a nurse and is moving from Virginia to Georgia, the spouse can enter the word "nurse" in the search bar and change the location to "Georgia" to verify if Georgia has any nurse's compacts.

**Ms. Bainton** and **Ms. O'Brien** gave a presentation about challenges that military spouses are facing in terms of underemployment.

**Ms. Bainton** stressed that education and licensure is one barrier that this population faces. Military spouses are on average more educated than the general public; it is easier for military spouses to acquire education but harder for them to gain the necessary experience they need in order to advance their careers. She feels that one way to combat this obstacle is to educate employers and civilian populations on the value that military spouses can contribute as well as building up the confidence of spouses so that they can articulate to an employer why they're worth the investment.

**Ms. O'Brien** highlighted that every time military families move around, military spouses lose valuable networks that they worked so hard to establish. At Hiring Our Heroes, they acquired a nonprofit that had 13 networks around the country made up of military spouses. This non-profit expanded to the Military Spouse Professional Network, which encompasses 55 networks and 19,000 military spouses. Military spouses now have the opportunity to form connections and new networks with other military spouses prior to moving to their new station.

**Ms. Egeland** and **Ms. Bainton** covered military spouse demographics. 92% of military spouses are female. She feels that if we solve unemployment challenges for military spouses, we are solving issues and challenges at large for women across America. **Ms. Egeland** also feels that the definition of "military spouse" should be broadened to "anyone who has had their career impacted by their service member's commitment to this country." Oftentimes, initiatives target spouses of active duty members, which usually isolate military spouses who are divorced and could benefit from these services as well.

#### BRIEFING ON HIRE VETS MEDALLION PROGRAM

**Mr. Randall Smith**, DOL, reviewed the projected 2019 timeline of the HIRE Vets Medallion Program (HVMP) with the Committee.

Applicants have between January 31 and April 30, 2019 to submit their applications. **Mr. Smith** explained that applicants are given a 3 month period to submit their applications because based on data collected by the DOL, the program is expected to receive 4,000 applications. Once DOL has received all the

applications, DOL will have until August 2019 to process and review all the applications.

By September 30, 2019, the application review process has to be complete and given to the Secretary for approval. Within the law, it says that the Secretary will notify the selectees of their expected award or denial on October 11, 2019. **Mr. Smith** elaborated that during this year's pilot of the HVMP, DOL sent out emails to the awardees with the verbiage, "you've been selected" instead of "you've been awarded" because the selectees won't be awarded the certificates until the official award ceremony, which takes place in mid-November. Once the Secretary signs off on the certificates, that's when the certificates will go into effect.

When the program is implemented in 2019, all applicants will be charged a fee to cover administrative costs. **Mr. Smith** stressed that DOL is looking into ways to keep the costs at a bare minimum while delivering a quality program that's worthy of the employers and the veterans that are involved with it. For 2019, it costs \$90 for small employers, \$190 for medium employers and \$495 for large employers.

#### ACVETEO'S FY19 AGENDA

**Chairman Eversole** opened discussion about where the Committee stands on agenda items for ACVETEO's Fiscal Year 2019. He stressed two important topics that he'd like to see going forward: dig deeper into the HIRE Vets Medallion program and make more recommendations for said program; and raise more

awareness on military spouse problems as well as create more job and education programs for this vulnerable population.

**Mr. Roberts** and **Ms. Adams** opened a discussion with the committee on brainstorming ways to improve how apprenticeships are geared towards veterans. One of **Mr. Roberts'** concerns is that there are differing definitions of what "apprenticeship" means to different employers, so one thing he'd like to see happen is to see a more streamlined definition.

**Chairman Eversole** opened a discussion on how USERRA and disability could be revisited by the Committee in 2019.

#### PUBLIC FORUM

**Mr. Hazard** gave a presentation about the Veterans in Plumbing (VIP) program through his company United Association (UA). UA developed the VIP program in 2008 as a result of the Great Recession in order to help curb the rate of unemployment amongst the veteran populations and was implemented as a pilot program at Camp Pendleton under the guidance of retired Marine Corps Gen. Matt Coffield.

The current UAVIP program runs for 720 hours over the course of 18 weeks and is free of charge to veterans. **Mr. Hazard** explained that the program is 18 weeks in order to prepare the veterans for UA's five year apprenticeship program, as well as guaranteed job placement. He elaborates that around the eighth week of the program, the veterans will fill out a VIP placement request form and list their dream job and top three locations.

#### CLOSING REMARKS AND ADJOURNMENT

**Mr. Gallucci** asked clarifying questions regarding the schedule of the next ACVETEO Board meeting so that he could avoid being double-booked.

The meeting adjourned at 2:45 p.m.